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# **ASCO – Australian Standard Classification of Occupations**

## **Information Paper**

## **NOTES**

### **RELATED PUBLICATIONS**

Users may wish to refer to the following publications which relate to the Australian Standard Classification of Occupations (ASCO) Second Edition and which will be progressively available for sale from the end of the first quarter of 1997:

*Australian Standard Classification of Occupations (ASCO) Second Edition (1220.0)*

*ASCO Manual Coding System: Occupation Level (1227.0)*

Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

### **INQUIRIES**

For further information about the contents of this publication, contact Wendy Piper on Canberra (06) 252 5757 or any Australian Bureau of Statistics (ABS) State office.

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# AUSTRALIAN STANDARD CLASSIFICATION OF OCCUPATIONS SECOND EDITION

## INTRODUCTION

This publication provides an introduction to the Second Edition of the Australian Standard Classification of Occupations (ASCO). It broadly describes the conceptual basis of ASCO and provides an overview of the ASCO Second Edition classification structure and its coding system. The relationship of ASCO Second Edition to the First Edition is discussed and it is also compared to the International Standard Classification of Occupations (ISCO-88) and the 1990 New Zealand Standard Classification of Occupations. Plans for implementing the Second Edition in ABS statistical collections are outlined as are the further ASCO publications and electronic products that will be provided.

## THE DEVELOPMENT AND USES OF ASCO FIRST EDITION

The development of ASCO First Edition as the Australian standard for classifying occupations was undertaken jointly by the Australian Bureau of Statistics (ABS) and the (then) Department of Employment and Industrial Relations. The project began in 1978 and ASCO First Edition was introduced progressively into ABS collections from May 1986, replacing the previously used Classification and Classified List of Occupations.

ASCO First Edition was used in all ABS censuses and surveys where occupation data were collected, including the 1986 and 1991 Censuses of Population and Housing, the Labour Force Survey and the Survey of Employee Earnings and Hours.

In 1990 ASCO First Edition was introduced into ABS administrative by-product collections such as births, deaths, marriages and divorces. ASCO First Edition is also used to code occupation responses on visa applications and passenger cards to produce occupation statistics on overseas arrivals and departures.

Major government agencies such as the Commonwealth Employment Service, the Department of Immigration and Multicultural Affairs (DIMIA) and Comecare incorporate ASCO in their reporting systems. ASCO is the specified standard for the reporting of workplace accidents under the revised *Regulations of the Occupational Health and Safety (Commonwealth Employment) Act 1991*. Other organisations in both the public and private sectors use ASCO to sort and organise occupation-related information for such purposes as policy development and review, human resource management, and labour market and social research.

## REVIEW OF ASCO FIRST EDITION

Widespread industry and award restructuring, technological change and competency-based approaches to career entry and progression have brought about significant occupational changes in the Australian labour market in the ten years since ASCO First Edition was developed.

In order to maintain the relevance of ASCO as the national occupation standard, and to ensure that ABS statistics are relevant and responsive

to the current and evolving needs of its clients, the ABS and the (now) Department of Employment, Education, Training and Youth Affairs (DEETYA) commenced a review of the classification in 1992. This review has encompassed both the structural and the definitional content of the classification and has been completed in time for the Second Edition of ASCO to be introduced into various ABS collections from May 1996 onwards.

In undertaking the review, the ABS and DEETYA consulted widely with key users of ASCO, industry training bodies, unions, employer bodies and professional associations and are indebted to them for their valuable input into the review process.

#### CONCEPTUAL BASIS AND STRUCTURE OF ASCO

ASCO is a skill-based classification of occupations which covers all jobs in the Australian work force. The concepts of 'job' and 'occupation' are fundamental to an understanding of the classification. For the purposes of ASCO, a job is defined as the set of tasks designed to be performed by one individual while an occupation is a set of jobs with similar sets of tasks. Within ASCO, occupations are classified according to two criteria — *skill level* and *skill specialisation*.

##### Skill level

In ASCO, this is defined as the range and complexity of the set of tasks involved: the greater the range and complexity of the set of tasks, the greater the skill level of the occupation.

In ASCO First Edition, skill level was measured operationally as the amount of formal education, on-the-job training and previous experience usually necessary for the satisfactory performance of the set of tasks.

The concept of skill level remains unchanged in ASCO Second Edition. However, the operational definition of skill level has been refined as a result of competency-based initiatives in employment and training and an increased emphasis on entry requirements to an occupation. This emphasis on entry requirements arises largely from the difficulty in objectively measuring the skill level required for the satisfactory performance of tasks.

The criteria used in ASCO Second Edition to measure skill level are the formal education and/or training and previous experience usually required for entry to the occupation. In instances where information relating to these entry requirements was not available, relevant minimum endorsed competency standards were also considered in measuring the skill level of an occupation.

Where these criteria were not sufficient or appropriate for determining the skill level of a particular occupation, the range and complexity of the set of tasks involved was determined by application of the following criteria (for which on-the-job training may be a useful measure):

- breadth/depth of knowledge required
- range of skills required

- variability of operating environment
- level of autonomy as determined by the degree of discretion and choice which may be required to perform the set of tasks.

#### Skill specialisation

The skill specialisation of an occupation is a function of the field of knowledge required, tools and equipment used, materials worked on, and goods or services produced in relation to the tasks performed. In ASCO Second Edition the definition of skill specialisation remains unchanged but includes reference to non-production based operations. For example tools and equipment can also include all forms of computer-based equipment, personal interaction and art or design techniques. Materials worked on can also include data and individual or group service. Goods and services produced has been renamed goods or services provided and includes, for example, data and personal service.

#### THE CLASSIFICATION STRUCTURE OF ASCO SECOND EDITION

The structure of ASCO Second Edition comprises five hierarchical levels: Major Group, Sub-Major Group, Minor Group, Unit Group and Occupation. A profile of the ASCO Second Edition structure and a listing of the Major, Sub-Major, Minor, Unit Groups and Occupations are shown in Appendixes 1, 3 and 4.

This represents a change from ASCO First Edition, where the structure consisted of four levels: Major Group, Minor Group, Unit Group and Occupation. The Sub-Major Group level has been added to the structure to enhance users' options for statistical output. The table below indicates the number of groups in each edition:

	<i>First Edition</i>	<i>Second Edition</i>
Major Group	8	9
Sub-Major Group	n.a.	35
Minor Group	52	81
Unit Group	282	340
Occupation	1 079	986

In recognition of the need to maintain comparability and consistency between ASCO First Edition and ASCO Second Edition, changes at the unit group (four-digit) level have been made only where this was unavoidable. Although there are instances where unit group codes and titles have been altered, a large proportion of First and Second Edition unit groups can be linked to facilitate time series analysis.

In terms of comparability between ASCO First Edition and Second Edition, approximately two-thirds of the old and new unit groups are directly comparable while occupations in the remaining First Edition unit groups have been distributed into a number of new unit groups in Second Edition.

#### CONCORDANCE

A detailed concordance between occupations in the two editions will be included in the *Australian Standard Classification of Occupations (ASCO) Second Edition (1220.0)* which will be released in March 1997. The concordance will show where a one to one relationship exists between occupations in the First and Second

Editions, and when it does not. This concordance is based on occupation data from the 1991 Census of Population and Housing.

Following completion of data processing of the 1996 Census, an updated concordance will be produced that shows actual proportional relationships between the categories of the First and Second editions.

#### MAJOR STRUCTURAL DIFFERENCES BETWEEN ASCO FIRST EDITION AND SECOND EDITION

ASCO First Edition had eight major groups representing eight skill levels. A more rigorous approach to the application of the skill level criteria has resulted in changes to the way some occupations are classified in ASCO Second Edition. In the Second Edition the skill level of major groups is clarified by arranging nine major groups into one of five skill levels. This addresses criticism of First Edition ASCO which has eight skill levels corresponding with the eight major groups. Major groups at the same skill level are differentiated according to a broad application of the skill specialisation concept.

As mentioned previously, ASCO Second Edition includes an additional level in the classification hierarchy. There are now five hierarchical levels — Major Group, Sub-Major Group, Minor Group, Unit Group and Occupation. It was considered that the addition of the sub-major group level will enhance users' options for statistical output particularly where sample sizes preclude output at the minor group level.

An important change has been the reorganisation of First Edition Major Group 5 Clerks and Major Group 6 Sales and Personal Service Workers into three major groups at different skill levels to better reflect the skill level of the occupations they cover. Instead of two major groups for clerical and sales and service occupations, there are now three — Advanced, Intermediate and Elementary.

In some areas of the classification additional unit groups have been created to provide more detailed information at the unit group level.

Specific examples of some other important changes to the classification are outlined below.

##### Managing supervisors

Managers of small organisations and businesses which do not necessarily have a hierarchy of managers, are now classified in Major Group 3 Associate Professionals (Skill Level 2), in contrast to First Edition where they were classified in Major Group 1 (at Skill Level 1) along with general and specialist manager occupations.

##### Air and sea transport technical workers

ASCO First Edition Minor Group 33 Air and Sea Transport Technical Workers has been moved to Major Group 2 Professionals.

##### Registered nurses

The First Edition Minor Group 34 Registered Nurses has been moved to Major Group 2 Professionals.

Enrolled nurses	The First Edition Unit Group 6603 Enrolled Nurses has been moved to Major Group 3 Associate Professionals and is now Minor Group 341 Enrolled Nurses.
Welfare workers	Welfare Workers have been moved from Unit group 3901 Welfare Para-professionals in ASCO First Edition to ASCO Second Edition Unit Group 2512 Welfare and Community Workers.
Other changes	<p>Other changes reflected in the ASCO Second Edition structure are the result of the emergence and decline of occupations in the Australian labour market. The increased significance of various industry sectors to the economy, in particular the service and information technology sectors, has lead to the emergence of a number of new occupations. Conversely, technological and structural changes in the Australian work force have also resulted in the decline of some occupations.</p> <p>Similarly, a trend toward the upgrading of skills and training required for many occupations in the Australian work force has resulted in the reclassification of certain occupations to more appropriate skill levels in the ASCO Second Edition structure.</p>

#### STATISTICAL BALANCE AND FEASIBILITY

As a general principle a classification should be statistically balanced. Similar numbers of 'real-world' entities should be classified to each category at a particular level. However categories which have been defined to reflect the real world will not always be statistically balanced. To force categories to conform to size limitations would mean that the categories would not always be meaningful or useful. On the other hand the number of entities in each category should be sufficiently large to ensure that confidentiality of the data is not compromised.

A number of First Edition occupations have been split into separate Second Edition occupations to facilitate greater disaggregation of data. For example, the First Edition occupation Accountant has been split into three separate occupations in ASCO Second Edition: Accountant, External Auditor and Internal Auditor.

The issue of statistical feasibility has had a significant impact on the classification of supervisory occupations. While it is clear that a higher level of skill and training is required for entry to some supervisory occupations, it has been necessary to classify many supervisory occupations together with the occupations they supervise because it is not practicable to make the necessary distinction in statistical collections. However, where there is a marked difference in the tasks performed, a separate supervisory occupation has been specified.

Similar considerations have impacted on the classification of apprentice and trainee occupations. It is acknowledged that the skill level for entry into occupations as an apprentice or trainee is lower than the skill level requirements of the occupation. However statistical and operational considerations have meant that apprentices and trainees are generally located in the same unit group as the occupations they are training toward, the exceptions being Office

**Trainees and Sales and Service Trainees** which are unit groups of their own. In addition, although in ASCO First Edition each tradesperson unit group contained only one apprentice occupation relating to that unit group, most tradesperson unit groups in ASCO Second Edition include an apprentice occupation corresponding to each tradesperson occupation in that unit group.

## IMPLEMENTATION OF ASCO SECOND EDITION IN ABS COLLECTIONS

There will be a phased introduction of ASCO Second Edition into ABS collections. The following is a guide to its implementation.

### 1996 Census of Population and Housing

All occupation information reported in the 1996 Census will be coded to ASCO Second Edition. As in previous years standard output data on occupations will be published at the unit group level. An electronic file linking First and Second Editions of ASCO at the occupation level will be available in late 1997 after processing of the 1996 Census has been completed.

### Labour Force Survey

Occupation information reported in the August 1996 Labour Force Survey will be coded to ASCO Second Edition. An information paper outlining the changes to labour force data following the introduction of ASCO Second Edition will be released later in 1996. A preliminary concordance between the two editions of ASCO will also be included in this paper. Further details of this paper can be obtained by contacting Sylvia Sajler on (06) 252 6565.

### Survey of Employee Earnings and Hours

All occupation data reported in the May 1996 Survey of Employee Earnings and Hours will be coded to ASCO First and Second Editions. Data in the publications *Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) will reflect ASCO Second Edition major, minor and unit groups. A limited amount of data will be published according to ASCO First Edition. Further information regarding times series for this collection can be obtained by contacting Rory Carle on (09) 360 5286.

### Labour Cost Index Survey

Occupation information to be collected in this survey now under development will be coded to ASCO Second Edition and along with other information will be used to complete the ordinary time earnings component of the quarterly Labour Cost Index. The Labour Cost Index will provide a measure of the change in the cost to organisations of employing labour, and will be used in formulating industrial relations and wages policies, economic analysis and contract adjustment. Further details of this survey can be obtained by contacting Dan Aherne on (06) 252 7418.

### Survey of Employment and Unemployment Patterns

Occupation data collected in the 1996 second wave of this longitudinal survey will be coded to ASCO Second Edition. Data from

the 1995 first wave was originally coded to ASCO First Edition and will be recoded. Further information about this survey can be obtained by contacting Mel Butler on (06) 252 5936.

#### Overseas arrivals and departures

The Department of Immigration and Multicultural Affairs (DIMA) currently codes occupation data for long-term and permanent arrivals to ASCO First Edition. These data appear in ABS and DIMA publications at minor group level. The timing of the introduction of ASCO Second Edition into this collection has yet to be determined.

#### Births and deaths

Occupation data reported in relation to births and deaths are coded to ASCO. In the births and deaths collections, the introduction of ASCO Second Edition is planned to take place at the conclusion of the 1996 processing, that is, for data from 1 January 1997. Further information about these collections can be obtained by contacting John Alexander on (07) 3222 6047.

#### IMPLEMENTATION OF ASCO SECOND EDITION WITHIN DEETYA

The Department of Employment, Education, Training and Youth Affairs (DEETYA) is committed to introducing ASCO Second Edition as soon as it is technically feasible in its information systems. This could be as early as the first half of 1997. The Department's major careers advice publication, *Job Guide*, will also be based on ASCO Second Edition as from 1997.

#### INTERPRETING ASCO OCCUPATION DEFINITIONS

ASCO is primarily a statistical classification designed to aggregate and organise data collected about jobs or individuals. The classification definitions are based on the skill level and specialisation *usually* necessary to perform the tasks of the specific occupation, or of most occupations in the group. The definitions and skill level statements apply to the occupation and not the incumbent. The allocation of a particular occupation to a particular skill level should be seen as indicative and not be used prescriptively.

#### A STRUCTURED CODING SYSTEM

Assigning ASCO codes to occupation or job descriptions requires the use of a rule-based system to ensure that it is performed in an accurate, consistent and efficient manner.

To consistently and reliably allocate responses from statistical collections to any level of the ASCO structure, data on occupation tasks as well as the occupation title are needed. The coding system is designed to utilise, in a structured way, the responses from up to four distinct questions: occupation title, main tasks performed, industry of employer and employer's name. Primary importance is given to the occupation title, but extensive use is made of main tasks performed in the job. Restricted use can also be made of information given in response to questions on industry and employer's name when it is collected.

The structured coding system may be implemented as a clerical procedure or through computer-assisted coding. There is no functional difference between the two forms of coding; that is, they

are based on the same coding methodology and procedures, and are designed to yield the same results.

The review of ASCO has been accompanied by the development of a Windows-based structured coding system for PCs, which enables occupation responses to be coded to either the unit group or occupation level of the classification with a high degree of accuracy and consistency. This Windows-based coding system will replace the ASCO Expert system (a DOS-based system) which was developed for coding to ASCO First Edition.

The new system is being implemented in the ABS for coding occupation data from the 1996 Census of Population and Housing and from some other ABS statistical collections. More information on the new coding system and its intended release is provided in the ASCO Second Edition products listed below.

#### INTERNATIONAL COMPARABILITY

The International Standard Classification of Occupations (ISCO) was developed by the International Labour Office in Geneva. ISCO was first issued in 1958 and revised versions were produced in 1968 and 1988. The main aims of ISCO are to provide a basis for international comparisons of occupation statistics between member countries and to provide a conceptual model for the developments of national occupation classifications. The most recent edition, ISCO-88, was developed using a similar conceptual basis to that of ASCO First Edition.

At the time of its release in 1986, ASCO First Edition was significantly different from most other occupation classifications used by national and international statistical agencies. The major change from international practice prior to that time lay in the use of skill level and skill specialisation as criteria to structure the occupation classification. ISCO-88 also uses these criteria in the conceptual framework for the classification. Four broad skill levels are used, defined in terms of the educational categories and levels which appear in the International Standard Classification of Education, published by the United Nations Educational, Scientific and Cultural Organisation.

ISCO-88 consists of 10 major groups, 28 sub-major groups, 116 minor groups and 390 unit groups. The occupation level is not defined in ISCO-88, as it is expected that individual countries will develop this level of detail to suit national requirements.

The ten major groups in ISCO-88 remain broadly similar to the nine ASCO Second Edition major groups. The most significant difference at major group level is that ISCO-88 has identified skilled Agricultural and Fishery Workers as a separate major group (Major Group 6), whereas ASCO Second Edition includes Farmers and Farm Managers as a sub-major group in Major Group 1 Managers and Administrators, and skilled Agricultural and Horticultural Workers as a sub-major group in Major Group 4 Tradespersons and Related Workers.

ISCO-88 also includes a separate Major Group 0, for the Armed Forces. In ASCO Second Edition, jobs held by members of the Armed Forces are classified together with their civilian equivalents where these exist and to a number of other specific occupations.

In common with ISCO-88, ASCO Second Edition now incorporates the sub-major group as a level of aggregation between the major and minor groups.

**NEW ZEALAND STANDARD  
CLASSIFICATION OF  
OCCUPATIONS**

In 1990, Statistics New Zealand released the New Zealand Standard Classification of Occupations (NZSCO). This is also a skill-based classification which uses skill level and skill specialisation as the primary criteria for classifying occupations. The major difference between NZSCO and ASCO Second Edition is its use of 10 major groups in the classification and, similar to ISCO-88, NZSCO has a separate major group for Armed Forces.

Early in the development phase of ASCO Second Edition, consideration was given to developing a joint Australian and New Zealand classification. However, a number of practical considerations precluded this development, chiefly the timing of the ASCO Review in relation to NZSCO and the need to have ASCO Second Edition ready for use in the 1996 Census.

**ASCO PRODUCTS**

ASCO First Edition publications and products will remain available for a short time following the release of ASCO Second Edition.

**ASCO Second Edition products**

The following ABS publications and products will be available progressively from the end of the first quarter of 1997.

**Australian Standard Classification  
of Occupations (ASCO) Second  
Edition /1220.0)**

This publication is intended for users who wish to understand the detailed structure and content of the classification as an aid in interpreting ABS statistics. It is also a necessary resource document for use in resolving coding queries when processing occupation data.

The conceptual basis of ASCO will be examined together with a description of the ASCO structure and an outline of the history of the development of the classification.

The main part of the publication will show the hierarchical structure of the classification down to the finest level of detail, the occupation level. It will also comprise a summary of the ASCO classification criteria and coding conventions. Definitions for the 9 major groups, 35 sub-major groups, 81 minor groups, 340 unit groups and 986 occupations in the classification will be included. As mentioned previously, a concordance between First and Second Edition will be included as an appendix.

This publication will combine and supersede the contents of the First Edition publications, *ASCO Statistical Classifications* (1986) (1222.0) and *ASCO Occupation Definitions* (1990) (1223.0). However, as previously mentioned, both these First Edition publications will remain available for a brief time following the release of ASCO Second Edition.

This publication will also supersede the AGPS publication *ASCO Dictionary*.

Expected release date: 31 March 1997  
Price: tba

*ASCO Manual Coding System: Occupation Level (1227.0)* This publication will be updated for ASCO Second Edition. The coding procedures will remain unchanged.

This publication specifies the procedures and provides the indexes for the manual coding of occupation data to the 986 categories at the most detailed level of ASCO. It is intended for users who wish to assign six-digit ASCO codes on the basis of relatively detailed information such as is available from human resource management systems, job vacancy specifications or responses in special purpose statistical collections. For users wishing to code to the four-digit level only, the same coding procedures may be used, recording only the first four digits of the code. A four-digit index will be available if required on request.

Additional classification information on electronic media

*Floppy disk*

The above publications, or parts thereof, will be available as floppy disk products using ASCII text files. Further information and order forms for ASCO Second Edition products may be obtained from the ASCO contact officer or through ABS bookshops located in ABS State and Territory offices following the release of *Australian Standard Classification of Occupations (ASCO) Second Edition (1220.0)*.

*CD-ROM*

It is intended to provide most of the ASCO Second Edition products on CD-ROM. The classification together with definitions, coding procedures (both manual and computer-assisted) will be available on a single CD-ROM. Further details of this product will be available in March 1997.

*Computer-assisted coding systems*

The previous computer-assisted coding package, ASCO Expert, will not be available after July 1997. However, the same coding methodology will be available in a Windows-based coder which will supersede the First Edition products *ASCO Expert Coding System: Unit Group Level (1990) (1224.0)* and *ASCO Expert Coding System: Occupation Level (1991) (1226.0)*. The Windows-based coder is already available for coding industry data to the Australian and New Zealand Standard Industrial Classification and will be able to be used for coding occupation data when ASCO Second Edition is released in March 1997. Further information regarding the Windows coder can be obtained from either Doug Baldwin on (06) 252 5346 (for industry coding) or Andrew Woolley on (06) 252 7073 (for occupation coding).

## ASCO SERVICES

The ABS offers a consultancy service to organisations which are considering adopting ASCO as the basis of human resource management systems or using ASCO in their own statistical collections. These services are charged at an ABS standard rate.

Further details of ASCO publications and products may be found in the ABS *Catalogue of Publications and Products* (1101.0). Publications are available through ABS bookshops. A complete listing of ABS products on floppy disk may be found in the *Catalogue of Electronic Products* (1111.0).

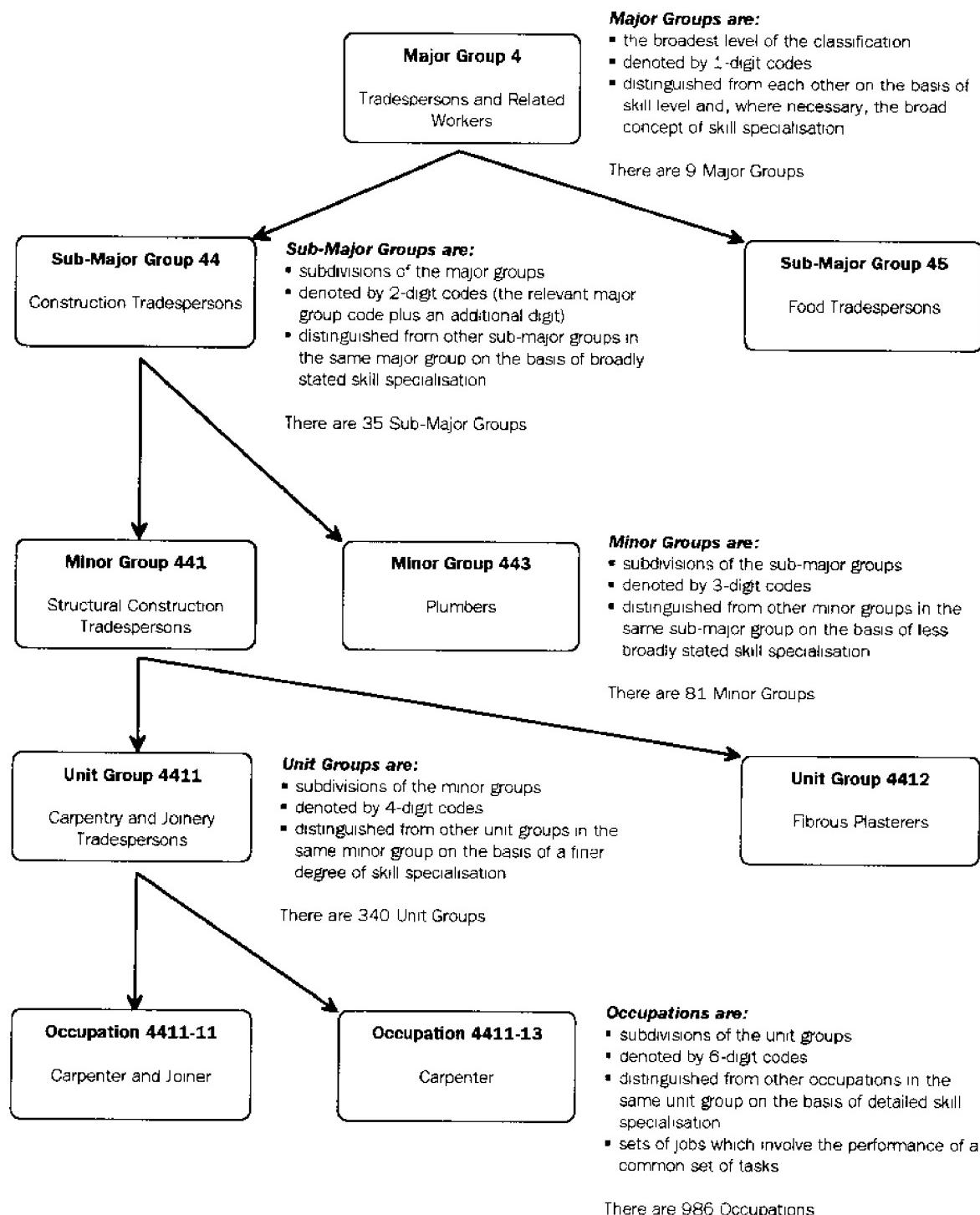
Inquiries regarding these products should be directed to the ASCO contact officer on (06) 252 5757. Order forms will be available from the contact officer, or through ABS bookshops.

## APPENDIX 1 PROFILE OF THE ASCO SECOND EDITION STRUCTURE

The structure of ASCO Second Edition has five levels:

- major group
- sub-major group
- minor group
- unit group
- occupation

The following is an illustration of a representative part of the ASCO Second Edition structure:



## **APPENDIX 2 ASCO SECOND EDITION SKILL LEVELS**

<b>MAJOR GROUP</b>	<b>SKILL LEVEL</b>
1 Managers and Administrators	{ 1
2 Professionals	
3 Associate Professionals	2
4 Tradespersons and Related Workers	{ 3
5 Advanced Clerical and Service Workers	
6 Intermediate Clerical, Sales and Service Workers	{ 4
7 Intermediate Production and Transport Workers	
8 Elementary Clerical, Sales and Service Workers	{ 5
9 Labourers and Related Workers	

The relationship between the nine major groups and five skill levels is explained under the heading Conceptual Basis and Structure of ASCO on page 5.

## **APPENDIX 3 ASCO SECOND EDITION — MAJOR AND SUB-MAJOR GROUPS**

<b>1 MANAGERS AND ADMINISTRATORS</b>	<b>6 INTERMEDIATE CLERICAL, SALES AND SERVICE WORKERS</b>
11 Generalist Managers	61 Intermediate Clerical Workers
12 Specialist Managers	62 Intermediate Sales and Related Workers
13 Farmers and Farm Managers	63 Intermediate Service Workers
<b>2 PROFESSIONALS</b>	<b>7 INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS</b>
21 Science, Building and Engineering Professionals	71 Intermediate Plant Operators
22 Business and Information Professionals	72 Intermediate Machine Operators
23 Health Professionals	73 Road and Rail Transport Drivers
24 Education Professionals	79 Other Intermediate Production and Transport Workers
25 Social, Arts and Miscellaneous Professionals	
<b>3 ASSOCIATE PROFESSIONALS</b>	<b>8 ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS</b>
31 Science, Engineering and Related Associate Professionals	81 Elementary Clerks
32 Business and Administration Associate Professionals	82 Elementary Sales Workers
33 Managing Supervisors (Sales and Service)	83 Elementary Service Workers
34 Health and Welfare Associate Professionals	
39 Other Associate Professionals	
<b>4 TRADESPERSONS AND RELATED WORKERS</b>	<b>9 LABOURERS AND RELATED WORKERS</b>
41 Mechanical and Fabrication Engineering Tradespersons	91 Cleaners
42 Automotive Tradespersons	92 Factory Labourers
43 Electrical and Electronics Tradespersons	99 Other Labourers and Related Workers
44 Construction Tradespersons	
45 Food Tradespersons	
46 Skilled Agricultural and Horticultural Workers	
49 Other Tradespersons and Related Workers	
<b>5 ADVANCED CLERICAL AND SERVICE WORKERS</b>	
51 Secretaries and Personal Assistants	
59 Other Advanced Clerical and Service Workers	

## APPENDIX 4 ASCO SECOND EDITION — MAJOR, SUB-MAJOR, MINOR, UNIT GROUPS AND OCCUPATIONS

<b>1</b>	<b>MANAGERS AND ADMINISTRATORS</b>	1222-13 Production Manager (Mining)
<b>11</b>	<b>GENERALIST MANAGERS</b>	<b>1223 Supply and Distribution Managers</b>
<b>111</b>	<b>GENERAL MANAGERS AND ADMINISTRATORS</b>	1223-11 Supply and Distribution Manager
<b>1111</b>	<b>Legislators and Government Appointed Officials</b>	<b>1224 Information Technology Managers</b>
1111-11	Parliamentarian or Councillor	1224-11 Information Technology Manager
1111-13	Judge	<b>123 SALES AND MARKETING MANAGERS</b>
1111-15	Magistrate	<b>1231 Sales and Marketing Managers</b>
1111-17	Tribunal Member	1231-11 Sales and Marketing Manager
1111-79	Legislators and Government Appointed Officials nec	<b>129 MISCELLANEOUS SPECIALIST MANAGERS</b>
<b>1112</b>	<b>General Managers</b>	<b>1291 Policy and Planning Managers</b>
1112-11	General Manager	1291-11 Policy and Planning Manager
<b>119</b>	<b>MISCELLANEOUS GENERALIST MANAGERS</b>	<b>1292 Health Services Managers</b>
<b>1191</b>	<b>Building and Construction Managers</b>	1292-11 Director of Nursing
1191-11	Construction Project Manager	1292-13 Medical Administrator
1191-13	Project Builder	<b>1293 Education Managers</b>
<b>1192</b>	<b>Importers, Exporters and Wholesalers</b>	1293-11 School Principal
1192-11	Importer or Exporter	1293-13 Faculty Head
1192-13	Wholesaler	1293-15 Regional Education Manager
<b>1193</b>	<b>Manufacturers</b>	1293-79 Education Managers nec
1193-11	Manufacturer	<b>1294 Commissioned Officers (Management)</b>
<b>12</b>	<b>SPECIALIST MANAGERS</b>	1294-11 Commissioned Defence Force Officer
<b>121</b>	<b>RESOURCE MANAGERS</b>	1294-13 Commissioned Fire Officer
<b>1211</b>	<b>Finance Managers</b>	1294-15 Commissioned Police Officer
1211-11	Finance Manager	1294-81 Trainee Commissioned Defence Force Officer
<b>1212</b>	<b>Company Secretaries</b>	<b>1295 Child Care Co-ordinators</b>
1212-11	Company Secretary	1295-11 Child Care Co-ordinator
<b>1213</b>	<b>Human Resource Managers</b>	<b>1296 Media Producers and Artistic Directors</b>
1213-11	Human Resource Manager	1296-11 Media Producer
<b>122</b>	<b>ENGINEERING, DISTRIBUTION AND PROCESS MANAGERS</b>	1296-13 Artistic Director
<b>1221</b>	<b>Engineering Managers</b>	<b>1299 Other Specialist Managers</b>
1221-11	Engineering Manager	1299-11 Research and Development Manager
<b>1222</b>	<b>Production Managers</b>	1299-13 Laboratory Manager
1222-11	Production Manager (Manufacturing)	1299-15 Welfare Centre Manager
		1299-17 Environment, Parks and Land Care Manager
		1299-19 Sports Administrator
		1299-79 Specialist Managers nec

<b>13</b>	<b>FARMERS AND FARM MANAGERS</b>	
<b>131</b>	<b>FARMERS AND FARM MANAGERS</b>	
<b>1311</b>	<b>Mixed Crop and Livestock Farmers</b>	
1311-11	Mixed Crop and Livestock Farmer	
<b>1312</b>	<b>Livestock Farmers</b>	
1312-11	Mixed Livestock Farmer	
1312-13	Beef Cattle Farmer	
1312-15	Dairy Farmer	
1312-17	Sheep Farmer	
1312-19	Pig Farmer	
1312-21	Poultry Farmer	
1312-23	Horse Breeder	
1312-25	Apiarist	
1312-79	Livestock Farmers nec	
<b>1313</b>	<b>Crop Farmers</b>	
1313-11	Grain, Oilseed and Pasture Grower	
1313-13	Sugar Cane Grower	
1313-15	Tobacco Grower	
1313-17	Fruit and Nut Grower	
1313-19	Vegetable Grower	
1313-21	Flower Grower	
1313-79	Crop Farmers nec	
<b>1314</b>	<b>Aquaculture Farmers</b>	
1314-11	Aquaculture Farmer	
<b>2</b>	<b>PROFESSIONALS</b>	
<b>21</b>	<b>SCIENCE, BUILDING AND ENGINEERING PROFESSIONALS</b>	
<b>211</b>	<b>NATURAL AND PHYSICAL SCIENCE PROFESSIONALS</b>	
<b>2111</b>	<b>Chemists</b>	
2111-11	Chemist	
<b>2112</b>	<b>Geologists and Geophysicists</b>	
2112-11	Geologist	
2112-13	Geophysicist	
<b>2113</b>	<b>Life Scientists</b>	
2113-11	Anatomist or Physiologist	
2113-13	Botanist	
2113-15	Zoologist	
2113-17	Biochemist	
2113-19	Marine Biologist	
2113-79	Life Scientists nec	
<b>2114</b>	<b>Environmental and Agricultural Science Professionals</b>	
2114-11	Environmental Research Scientist	
2114-13	Forester	
2114-15	Park Ranger	
2114-17	Soil Scientist	
2114-19	Agricultural Scientist	
2114-21	Agricultural Adviser	
2114-79	Environmental and Agricultural Science Professionals nec	
<b>2115</b>	<b>Medical Scientists</b>	
2115-11	Medical Scientist	
<b>2119</b>	<b>Other Natural and Physical Science Professionals</b>	
2119-11	Physicist	
2119-13	Meteorologist	
2119-15	Extractive Metallurgist	
2119-17	Physical Metallurgist	
2119-19	Materials Scientist	
2119-79	Natural and Physical Science Professionals nec	
<b>212</b>	<b>BUILDING AND ENGINEERING PROFESSIONALS</b>	
<b>2121</b>	<b>Architects and Landscape Architects</b>	
2121-11	Architect	
2121-13	Landscape Architect	
<b>2122</b>	<b>Quantity Surveyors</b>	
2122-11	Quantity Surveyor	
<b>2123</b>	<b>Cartographers and Surveyors</b>	
2123-11	Cartographer	
2123-13	Surveyor	
<b>2124</b>	<b>Civil Engineers</b>	
2124-11	Civil Engineer	
<b>2125</b>	<b>Electrical and Electronics Engineers</b>	
2125-11	Electrical Engineer	
2125-13	Electronics Engineer	
<b>2126</b>	<b>Mechanical, Production and Plant Engineers</b>	
2126-11	Mechanical Engineer	
2126-13	Production or Plant Engineer	
<b>2127</b>	<b>Mining and Materials Engineers</b>	
2127-11	Mining Engineer (excluding Petroleum)	
2127-13	Petroleum Engineer	
2127-15	Materials Engineer	
<b>2128</b>	<b>Engineering Technologists</b>	
2128-11	Civil Engineering Technologist	

2128-13	Mechanical Engineering Technologist	2231-17	Applications and Analyst Programmer
2128-15	Electrical or Electronics Engineering Technologist	2231-19	Systems Programmer
2128-79	Engineering Technologists nec	2231-21	Computer Systems Auditor
<b>2129</b>	<b>Other Building and Engineering Professionals</b>	2231-79	Computing Professionals nec
2129-11	Aeronautical Engineer	<b>229</b>	<b>MISCELLANEOUS BUSINESS AND INFORMATION PROFESSIONALS</b>
2129-13	Agricultural Engineer	<b>2291</b>	<b>Human Resource Professionals</b>
2129-15	Biomedical Engineer	2291-11	Personnel Officer
2129-17	Chemical Engineer	2291-13	Personnel Consultant
2129-19	Industrial Engineer	2291-15	Industrial Relations Officer
2129-21	Naval Architect	2291-17	Training Officer
2129-79	Building and Engineering Professionals nec	<b>2292</b>	<b>Librarians</b>
<b>22</b>	<b>BUSINESS AND INFORMATION PROFESSIONALS</b>	2292-11	Librarian
<b>221</b>	<b>ACCOUNTANTS, AUDITORS AND CORPORATE TREASURERS</b>	<b>2293</b>	<b>Mathematicians, Statisticians and Actuaries</b>
<b>2211</b>	<b>Accountants</b>	2293-11	Mathematician
2211-11	Accountant	2293-13	Statistician
<b>2212</b>	<b>Auditors</b>	2293-15	Actuary
2212-11	External Auditor	<b>2294</b>	<b>Business and Organisation Analysts</b>
2212-13	Internal Auditor	2294-11	Management Consultant
<b>2213</b>	<b>Corporate Treasurers</b>	2294-13	Organisation and Methods Analyst
2213-11	Corporate Treasurer	2294-15	Quality Assurance Manager
<b>222</b>	<b>SALES, MARKETING AND ADVERTISING PROFESSIONALS</b>	<b>2295</b>	<b>Property Professionals</b>
<b>2221</b>	<b>Marketing and Advertising Professionals</b>	2295-11	Valuer
2221-11	Public Relations Officer	2295-13	Land Economist
2221-13	Marketing Specialist	<b>2299</b>	<b>Other Business and Information Professionals</b>
2221-15	Market Research Analyst	2299-11	Health Information Manager
2221-17	Advertising Specialist	2299-13	Records Manager
<b>2222</b>	<b>Technical Sales Representatives</b>	2299-15	Archivist
2222-11	Sales Representative (Industrial Products)	2299-17	Policy Analyst
2222-13	Sales Representative (Information and Communication Products)	2299-19	Intelligence Officer
2222-15	Sales Representative (Medical and Pharmaceutical Products)	2299-79	Business and Information Professionals nec
2222-79	Technical Sales Representatives nec	<b>23</b>	<b>HEALTH PROFESSIONALS</b>
<b>223</b>	<b>COMPUTING PROFESSIONALS</b>	<b>231</b>	<b>MEDICAL PRACTITIONERS</b>
<b>2231</b>	<b>Computing Professionals</b>	<b>2311</b>	<b>Generalist Medical Practitioners</b>
2231-11	Systems Manager	2311-11	General Medical Practitioner
2231-13	Systems Designer	2311-81	Medical Practitioner in Training
2231-15	Software Designer	<b>2312</b>	<b>Specialist Medical Practitioners</b>
		2312-11	Anaesthetist
		2312-13	Dermatologist
		2312-15	Emergency Medicine Specialist

2312-17	<b>Obstetrician and Gynaecologist</b>	2387-11	<b>Chiropractor</b>
2312-19	<b>Ophthalmologist</b>	2387-13	<b>Osteopath</b>
2312-21	<b>Paediatrician</b>	<b>2388</b>	<b>Podiatrists</b>
2312-23	<b>Pathologist</b>	2388-11	<b>Podiatrist</b>
2312-25	<b>Specialist Physician</b>	<b>2391</b>	<b>Medical Imaging Professionals</b>
2312-27	<b>Psychiatrist</b>	2391-11	<b>Medical Diagnostic Radiographer</b>
2312-29	<b>Radiologist</b>	2391-13	<b>Radiation Therapist</b>
2312-31	<b>Surgeon</b>	2391-15	<b>Nuclear Medicine Technologist</b>
2312-79	<b>Specialist Medical Practitioners nec</b>	2391-17	<b>Sonographer</b>
<b>232</b>	<b>NURSING PROFESSIONALS</b>	<b>2392</b>	<b>Veterinarians</b>
<b>2321</b>	<b>Nurse Managers</b>	2392-11	<b>Veterinarian</b>
2321-11	<b>Nurse Manager</b>	<b>2393</b>	<b>Dietitians</b>
<b>2322</b>	<b>Nurse Educators and Researchers</b>	2393-11	<b>Dietitian</b>
2322-11	<b>Nurse Educator</b>	<b>2394</b>	<b>Natural Therapy Professionals</b>
2322-13	<b>Nurse Researcher</b>	2394-11	<b>Naturopath</b>
<b>2323</b>	<b>Registered Nurses</b>	2394-13	<b>Acupuncturist</b>
2323-11	<b>Registered Nurse</b>	2394-79	<b>Natural Therapy Professionals nec</b>
<b>2324</b>	<b>Registered Midwives</b>	<b>2399</b>	<b>Other Health Professionals</b>
2324-11	<b>Registered Midwife</b>	2399-11	<b>Audiologist</b>
<b>2325</b>	<b>Registered Mental Health Nurses</b>	2399-13	<b>Orthoptist</b>
2325-11	<b>Registered Mental Health Nurse</b>	2399-15	<b>Orthotist</b>
<b>2326</b>	<b>Registered Developmental Disability Nurses</b>	2399-79	<b>Health Professionals nec</b>
2326-11	<b>Registered Developmental Disability Nurse</b>	<b>24</b>	<b>EDUCATION PROFESSIONALS</b>
<b>238</b>	<b>MISCELLANEOUS HEALTH PROFESSIONALS</b>	<b>241</b>	<b>SCHOOL TEACHERS</b>
<b>2381</b>	<b>Dental Practitioners</b>	<b>2411</b>	<b>Pre-Primary School Teachers</b>
2381-11	<b>Dentist</b>	2411-11	<b>Pre-Primary School Teacher</b>
2381-13	<b>Dental Specialist</b>	<b>2412</b>	<b>Primary School Teachers</b>
<b>2382</b>	<b>Pharmacists</b>	2412-11	<b>Primary School Teacher</b>
2382-11	<b>Hospital Pharmacist</b>	<b>2413</b>	<b>Secondary School Teachers</b>
2382-13	<b>Industrial Pharmacist</b>	2413-11	<b>Secondary School Teacher</b>
2382-15	<b>Retail Pharmacist</b>	<b>2414</b>	<b>Special Education Teachers</b>
<b>2383</b>	<b>Occupational Therapists</b>	2414-11	<b>Special Needs Teacher</b>
2383-11	<b>Occupational Therapist</b>	2414-13	<b>Teacher of the Hearing Impaired</b>
<b>2384</b>	<b>Optometrists</b>	2414-15	<b>Teacher of the Sight Impaired</b>
2384-11	<b>Optometrist</b>	2414-79	<b>Special Education Teachers nec</b>
<b>2385</b>	<b>Physiotherapists</b>	<b>242</b>	<b>UNIVERSITY AND VOCATIONAL EDUCATION TEACHERS</b>
2385-11	<b>Physiotherapist</b>	<b>2421</b>	<b>University Lecturers and Tutors</b>
<b>2386</b>	<b>Speech Pathologists</b>	2421-11	<b>University Lecturer</b>
2386-11	<b>Speech Pathologist</b>	2421-13	<b>University Tutor</b>
<b>2387</b>	<b>Chiropractors and Osteopaths</b>	<b>2422</b>	<b>Vocational Education Teachers</b>
		2422-11	<b>Vocational Education Teacher</b>

<b>249</b>	<b>MISCELLANEOUS EDUCATION PROFESSIONALS</b>	
<b>2491</b>	<b>Extra-Systemic Teachers</b>	
2491-11	Art Teacher (Private)	
2491-13	Music Teacher (Private)	
2491-15	Dance Teacher (Private)	
2491-17	Drama Teacher (Private)	
2491-79	Extra-Systemic Teachers nec	
<b>2492</b>	<b>English as a Second Language Teachers</b>	
2492-11	English as a Second Language Teacher	
<b>2493</b>	<b>Education Officers</b>	
2493-11	Education Officer	
<b>25</b>	<b>SOCIAL, ARTS AND MISCELLANEOUS PROFESSIONALS</b>	
<b>251</b>	<b>SOCIAL WELFARE PROFESSIONALS</b>	
<b>2511</b>	<b>Social Workers</b>	
2511-11	Social Worker	
<b>2512</b>	<b>Welfare and Community Workers</b>	
2512-11	Welfare Worker	
2512-13	Community Worker	
<b>2513</b>	<b>Counsellors</b>	
2513-11	Rehabilitation Counsellor	
2513-13	Drug and Alcohol Counsellor	
2513-15	Family Counsellor	
2513-17	Careers Counsellor	
2513-19	Student Counsellor	
2513-79	Counsellors nec	
<b>2514</b>	<b>Psychologists</b>	
2514-11	Clinical Psychologist	
2514-13	Educational Psychologist	
2514-15	Organisational Psychologist	
2514-79	Psychologists nec	
<b>2515</b>	<b>Ministers of Religion</b>	
2515-11	Minister of Religion	
<b>252</b>	<b>MISCELLANEOUS SOCIAL PROFESSIONALS</b>	
<b>2521</b>	<b>Legal Professionals</b>	
2521-11	Barrister	
2521-13	Solicitor	
2521-79	Legal Professionals nec	
<b>2522</b>	<b>Economists</b>	
2522-11	Economist	
		<b>2523</b> <b>Urban and Regional Planners</b>
		2523-11 Urban and Regional Planner
		<b>2529</b> <b>Other Social Professionals</b>
		2529-11 Historian
		2529-13 Interpreter
		2529-15 Translator
		2529-79 Social Professionals nec
		<b>253</b> <b>ARTISTS AND RELATED PROFESSIONALS</b>
		<b>2531</b> <b>Visual Arts and Crafts Professionals</b>
		2531-11 Painter (Visual Arts)
		2531-13 Sculptor
		2531-15 Potter or Ceramic Artist
		2531-79 Visual Arts and Crafts Professionals nec
		<b>2532</b> <b>Photographers</b>
		2532-11 Photographer
		<b>2533</b> <b>Designers and Illustrators</b>
		2533-11 Fashion Designer
		2533-13 Graphic Designer
		2533-15 Industrial Designer
		2533-17 Interior Designer
		2533-19 Illustrator
		<b>2534</b> <b>Journalists and Related Professionals</b>
		2534-11 Editor
		2534-13 Print Journalist
		2534-15 Television Journalist
		2534-17 Radio Journalist
		2534-19 Copywriter
		2534-21 Technical Writer
		2534-79 Journalists and Related Professionals nec
		<b>2535</b> <b>Authors and Related Professionals</b>
		2535-11 Author
		2535-13 Book Editor
		2535-15 Script Editor
		<b>2536</b> <b>Film, Television, Radio and Stage Directors</b>
		2536-11 Art Director (Film, Television or Stage)
		2536-13 Director (Film, Television, Radio or Stage)
		2536-15 Director of Photography
		2536-17 Film and Video Editor
		2536-19 Stage Manager
		2536-21 Program Director (Radio or Television)
		2536-23 Technical Director

2536-79	Film, Television, Radio and Stage Directors nec	3	<b>ASSOCIATE PROFESSIONALS</b>
<b>2537</b>	<b>Musicians and Related Professionals</b>	<b>31</b>	<b>SCIENCE, ENGINEERING AND RELATED ASSOCIATE PROFESSIONALS</b>
2537-11	Music Director	311	<b>MEDICAL AND SCIENCE TECHNICAL OFFICERS</b>
2537-13	Singer	3111	<b>Medical Technical Officers</b>
2537-15	Instrumental Musician	3111-11	Medical Laboratory Technical Officer
2537-17	Composer	3111-79	Medical Technical Officers nec
2537-79	Musicians and Related Professionals nec	3112	<b>Science Technical Officers</b>
<b>2538</b>	<b>Actors, Dancers and Related Professionals</b>	3112-11	Chemistry Technical Officer
2538-11	Actor	3112-13	Earth Science Technical Officer
2538-13	Dancer or Choreographer	3112-15	Life Science Technical Officer
2538-79	Actors, Dancers and Related Professionals nec	3112-17	Agricultural Technical Officer
<b>2539</b>	<b>Media Presenters</b>	3112-79	Science Technical Officers nec
2539-11	Radio Presenter	312	<b>BUILDING AND ENGINEERING ASSOCIATE PROFESSIONALS</b>
2539-13	Television Presenter	3121	<b>Building, Architectural and Surveying Associate Professionals</b>
<b>254</b>	<b>MISCELLANEOUS PROFESSIONALS</b>	3121-11	Building Associate
<b>2541</b>	<b>Air Transport Professionals</b>	3121-13	Architectural Associate
2541-11	Aircraft Pilot	3121-15	Surveying and Cartographic Associate
2541-13	Air Traffic Controller	3121-17	Building Inspector
2541-15	Flight Service Officer	3121-19	Plumbing Inspector
2541-17	Flight Engineer	3121-21	Plumbing Engineering Associate
2541-19	Flying Instructor	3122	<b>Civil Engineering Associate Professionals</b>
2541-79	Air Transport Professionals nec	3122-11	Civil Engineering Associate
<b>2542</b>	<b>Sea Transport Professionals</b>	3122-13	Civil Engineering Technician
2542-11	Ship's Master	3123	<b>Electrical Engineering Associate Professionals</b>
2542-13	Master Fisher	3123-11	Electrical Engineering Associate
2542-15	Ship's Engineer	3123-13	Electrical Engineering Technician
2542-17	Ship's Surveyor	3124	<b>Electronic Engineering Associate Professionals</b>
2542-19	Ship's Officer	3124-11	Electronic Engineering Associate
2542-79	Sea Transport Professionals nec	3124-13	Electronic Engineering Technician
<b>2543</b>	<b>Occupational and Environmental Health Professionals</b>	3125	<b>Mechanical Engineering Associate Professionals</b>
2543-11	Occupational Health and Safety Officer	3125-11	Mechanical Engineering Associate
2543-13	Environmental Health Officer	3125-13	Mechanical Engineering Technician
<b>2549</b>	<b>Other Professionals</b>	3129	<b>Other Building and Engineering Associate Professionals</b>
2549-11	Conservator	3129-11	Biomedical Engineering Associate
2549-13	Electorate Officer	3129-13	Metallurgical and Materials Technician
2549-15	Patents Examiner		
2549-17	Oenologist		
2549-19	Recreation Officer		
2549-21	Museum or Gallery Curator		
2549-79	Professionals nec		

3129-15	Mine Deputy	
3129-79	Building and Engineering Associate Professionals nec	
<b>32</b>	<b>BUSINESS AND ADMINISTRATION ASSOCIATE PROFESSIONALS</b>	
<b>321</b>	<b>FINANCE ASSOCIATE PROFESSIONALS</b>	
3211	<b>Branch Accountants and Managers (Financial Institution)</b>	
3211-11	Branch Accountant (Financial Institution)	
3211-13	Financial Institution Branch Manager	
<b>3212</b>	<b>Financial Dealers and Brokers</b>	
3212-11	Stockbroking Dealer	
3212-13	Futures Trader	
3212-15	Financial Market Dealer	
3212-17	Commodities Trader	
3212-19	Insurance Broker	
3212-21	Bookmaker	
3212-79	Financial Dealers and Brokers nec	
<b>3213</b>	<b>Financial Investment Advisers</b>	
3213-11	Financial Investment Adviser	
<b>329</b>	<b>MISCELLANEOUS BUSINESS AND ADMINISTRATION ASSOCIATE PROFESSIONALS</b>	
<b>3291</b>	<b>Office Managers</b>	
3291-11	Office Manager	
<b>3292</b>	<b>Project and Program Administrators</b>	
3292-11	Project or Program Administrator	
<b>3293</b>	<b>Real Estate Associate Professionals</b>	
3293-11	Real Estate Agency Manager	
3293-13	Property Manager	
3293-15	Real Estate Salesperson	
<b>3294</b>	<b>Computing Support Technicians</b>	
3294-11	Computing Support Technician	
<b>33</b>	<b>MANAGING SUPERVISORS (SALES AND SERVICE)</b>	
<b>331</b>	<b>SHOP MANAGERS</b>	
<b>3311</b>	<b>Shop Managers</b>	
3311-11	Shop Manager	
<b>332</b>	<b>HOSPITALITY AND ACCOMMODATION MANAGERS</b>	
<b>3321</b>	<b>Restaurant and Catering Managers</b>	
3321-11	Restaurant and Catering Manager	
	<b>3322</b>	<b>Chefs</b>
	3322-01	Head Chef
	3322-11	Chef
	<b>3323</b>	<b>Hotel and Motel Managers</b>
	3323-11	Hotel or Motel Manager
	<b>3324</b>	<b>Club Managers (Licensed Premises)</b>
	3324-11	Club Manager (Licensed Premises)
	<b>3325</b>	<b>Caravan Park and Camping Ground Managers</b>
	3325-11	Caravan Park and Camping Ground Manager
	<b>3329</b>	<b>Other Hospitality and Accommodation Managers</b>
	3329-11	Other Hospitality and Accommodation Managers
	<b>339</b>	<b>MISCELLANEOUS MANAGING SUPERVISORS (SALES AND SERVICE)</b>
	<b>3391</b>	<b>Sport and Recreation Managers</b>
	3391-11	Fitness Centre Manager
	3391-13	Other Sports Centre Manager
	3391-15	Amusement Centre Manager
	3391-79	Sport and Recreation Managers nec
	<b>3392</b>	<b>Customer Service Managers</b>
	3392-11	Customer Service Manager
	<b>3393</b>	<b>Transport Company Managers</b>
	3393-11	Transport Company Manager
	<b>3399</b>	<b>Other Managing Supervisors (Sales and Service)</b>
	3399-11	Post Office Manager
	3399-13	Railway Station Manager
	3399-15	Betting Agency Branch Manager
	3399-17	Hair and Beauty Salon Manager
	3399-19	Car Rental Agency Manager
	3399-21	Fleet Manager
	3399-23	Stock and Station Agent
	3399-25	Travel Agency Manager
	3399-27	Theatre or Cinema Manager
	3399-29	Funeral Director
	3399-79	Managing Supervisors (Sales and Service) nec
	<b>34</b>	<b>HEALTH AND WELFARE ASSOCIATE PROFESSIONALS</b>
	<b>341</b>	<b>ENROLLED NURSES</b>
	<b>3411</b>	<b>Enrolled Nurses</b>

3411-11	Enrolled Nurse	3993-23	Swimming Coach
<b>342</b>	<b>WELFARE ASSOCIATE PROFESSIONALS</b>	3993-25	Horseriding Coach
<b>3421</b>	<b>Welfare Associate Professionals</b>	3993-27	Other Sports Coach
3421-11	Parole or Probation Officer	3993-29	Sports Development Officer
3421-13	Youth Worker	3993-31	Sports Umpire
3421-15	Residential Care Officer	3993-33	Horse or Dog Racing Official
3421-17	Disabilities Services Officer	3993-35	Other Sports Official
3421-19	Family Support Worker	<b>3994</b>	<b>Senior Non-Commissioned Defence Force Officers</b>
<b>349</b>	<b>MISCELLANEOUS HEALTH AND WELFARE ASSOCIATE PROFESSIONALS</b>	3994-11	Senior Non-Commissioned Defence Force Officer
<b>3491</b>	<b>Ambulance Officers and Paramedics</b>	<b>3995</b>	<b>Senior Fire Fighters</b>
3491-11	Ambulance Officer	3995-11	Senior Fire Fighter
3491-13	Intensive Care Ambulance Paramedic	<b>3996</b>	<b>Retail Buyers</b>
<b>3492</b>	<b>Dental Associate Professionals</b>	3996-11	Retail Buyer
3492-11	Dental Therapist	<b>3997</b>	<b>Library Technicians</b>
3492-13	Dental Hygienist	3997-11	Library Technician
3492-15	Dental Technician	<b>3999</b>	<b>Other Miscellaneous Associate Professionals</b>
<b>3493</b>	<b>Aboriginal and Torres Strait Islander Health Workers</b>	3999-11	Interior Decorator
3493-11	Aboriginal and Torres Strait Islander Health Worker	3999-13	Museum or Art Gallery Technician
<b>3494</b>	<b>Massage Therapists</b>	3999-15	Radio Operator
3494-11	Massage Therapist	3999-17	Private Investigator
<b>39</b>	<b>OTHER ASSOCIATE PROFESSIONALS</b>	3999-19	Security Adviser
<b>391</b>	<b>POLICE OFFICERS</b>	3999-79	Associate Professionals nec
<b>3911</b>	<b>Police Officers</b>	<b>4</b>	<b>TRADESPERSONS AND RELATED WORKERS</b>
3911-01	Supervisor, Police Officers	<b>41</b>	<b>MECHANICAL AND FABRICATION ENGINEERING TRADESPERSONS</b>
3911-11	Police Officer	<b>411</b>	<b>MECHANICAL ENGINEERING TRADESPERSONS</b>
<b>399</b>	<b>MISCELLANEOUS ASSOCIATE PROFESSIONALS</b>	4111	<b>General Mechanical Engineering Tradespersons</b>
<b>3991</b>	<b>Primary Products Inspectors</b>	4111-01	Supervisor, General Mechanical Engineering Tradespersons
3991-11	Primary Products Inspector	4111-11	General Mechanical Engineering Tradesperson
<b>3992</b>	<b>Safety Inspectors</b>	4111-81	Apprentice General Mechanical Engineering Tradesperson
3992-11	Safety Inspector	<b>4112</b>	<b>Metal Fitters and Machinists</b>
<b>3993</b>	<b>Sportspersons, Coaches and Related Support Workers</b>	4112-01	Supervisor, Metal Fitters and Machinists
3993-11	Jockey	4112-11	Fitter
3993-13	Golfer	4112-13	Metal Machinist (First Class)
3993-15	Footballer	4112-15	Textile, Clothing or Footwear Mechanic
3993-17	Other Sportsperson		
3993-19	Gymnastics Coach		
3993-21	Tennis Coach		

4112-81	Apprentice Fitter	4122-83	Apprentice Welder
4112-83	Apprentice Metal Machinist	4123	<b>Forging Tradespersons</b>
4112-85	Apprentice Textile, Clothing or Footwear Mechanic	4123-01	Supervisor, Forging Tradespersons
<b>4113</b>	<b>Toolmakers</b>	4123-11	Blacksmith
4113-01	Supervisor, Toolmakers	4123-13	Farrier
4113-11	Toolmaker	4123-81	Apprentice Blacksmith
4113-81	Apprentice Toolmaker	4123-83	Apprentice Farrier
<b>4114</b>	<b>Aircraft Maintenance Engineers</b>	<b>4124</b>	<b>Sheetmetal Tradespersons</b>
4114-01	Supervisor, Aircraft Maintenance Engineers	4124-01	Supervisor, Sheetmetal Tradespersons
4114-11	Aircraft Maintenance Engineer (Mechanical)	4124-11	Sheetmetal Worker (First Class)
4114-13	Aircraft Maintenance Engineer (Structures)	4124-81	Apprentice Sheetmetal Worker
4114-15	Aircraft Maintenance Engineer (Avionics)	<b>4125</b>	<b>Metal Casting Tradespersons</b>
4114-81	Apprentice Aircraft Maintenance Engineer (Mechanical)	4125-01	Supervisor, Metal Casting Tradespersons
4114-83	Apprentice Aircraft Maintenance Engineer (Structures)	4125-11	Metal Casting Tradesperson
4114-85	Apprentice Aircraft Maintenance Engineer (Avionics)	4125-81	Apprentice Metal Casting Tradesperson
<b>4115</b>	<b>Precision Metal Tradespersons</b>	<b>4126</b>	<b>Metal Finishing Tradespersons</b>
4115-01	Supervisor, Precision Metal Tradespersons	4126-01	Supervisor, Metal Finishing Tradespersons
4115-11	Precision Instrument Maker and Repairer	4126-11	Metal Polisher
4115-13	Watch and Clock Maker and Repairer	4126-13	Electroplater (First Class)
4115-15	Locksmith	4126-81	Apprentice Metal Polisher
4115-17	Saw Maker and Repairer	4126-83	Apprentice Electroplater
4115-19	Gunsmith	<b>42</b>	<b>AUTOMOTIVE TRADESPERSONS</b>
4115-21	Engraver	<b>421</b>	<b>AUTOMOTIVE TRADESPERSONS</b>
4115-81	Apprentice Precision Metal Tradesperson	<b>4211</b>	<b>Motor Mechanics</b>
<b>412</b>	<b>FABRICATION ENGINEERING TRADESPERSONS</b>	4211-01	Supervisor, Motor Mechanics
<b>4121</b>	<b>General Fabrication Engineering Tradespersons</b>	4211-11	Motor Mechanic
4121-01	Supervisor, General Fabrication Engineering Tradespersons	4211-81	Apprentice Motor Mechanic
4121-11	General Fabrication Engineering Tradesperson	<b>4212</b>	<b>Automotive Electricians</b>
4121-81	Apprentice General Fabrication Engineering Tradesperson	4212-01	Supervisor, Automotive Electricians
<b>4122</b>	<b>Structural Steel and Welding Tradespersons</b>	4212-11	Automotive Electrician
4122-01	Supervisor, Structural Steel and Welding Tradespersons	4212-81	Apprentice Automotive Electrician
4122-11	Metal Fabricator	<b>4213</b>	<b>Panel Beaters</b>
4122-13	Pressure Welder	4213-01	Supervisor, Panel Beaters
4122-15	Welder (First Class)	4213-11	Panel Beater
4122-81	Apprentice Metal Fabricator	4213-81	Apprentice Panel Beater

4215-81	Apprentice Vehicle Body Maker	4315-81	Apprentice Electronic Equipment Tradesperson
<b>4216</b>	<b>Vehicle Trimmers</b>	4315-83	Apprentice Business Machine Mechanic
4216-01	Supervisor, Vehicle Trimmers	<b>4316</b>	<b>Communications Tradespersons</b>
4216-11	Vehicle Trimmer	4316-01	Supervisor, Communications Tradespersons
4216-81	Apprentice Vehicle Trimmer	4316-11	General Communications Tradesperson
<b>43</b>	<b>ELECTRICAL AND ELECTRONICS TRADESPERSONS</b>	4316-13	Communications Linesperson
<b>431</b>	<b>ELECTRICAL AND ELECTRONICS TRADESPERSONS</b>	4316-81	Apprentice General Communications Tradesperson
<b>4311</b>	<b>Electricians</b>	4316-83	Apprentice Communications Linesperson
4311-01	Supervisor, Electricians	<b>44</b>	<b>CONSTRUCTION TRADESPERSONS</b>
4311-11	General Electrician	<b>441</b>	<b>STRUCTURAL CONSTRUCTION TRADESPERSONS</b>
4311-13	Electrician (Special Class)	<b>4411</b>	<b>Carpentry and Joinery Tradespersons</b>
4311-15	Lift Mechanic	4411-01	Supervisor, Carpentry and Joinery Tradespersons
4311-81	Apprentice Electrician	4411-11	Carpenter and Joiner
4311-83	Apprentice Lift Mechanic	4411-13	Carpenter
<b>4312</b>	<b>Refrigeration and Airconditioning Mechanics</b>	4411-15	Joiner
4312-01	Supervisor, Refrigeration and Airconditioning Mechanics	4411-81	Apprentice Carpenter and Joiner
4312-11	Refrigeration and Airconditioning Mechanic	4411-83	Apprentice Carpenter
4312-81	Apprentice Refrigeration and Airconditioning Mechanic	4411-85	Apprentice Joiner
<b>4313</b>	<b>Electrical Distribution Tradespersons</b>	<b>4412</b>	<b>Fibrous Plasterers</b>
4313-01	Supervisor, Electrical Distribution Tradespersons	4412-01	Supervisor, Fibrous Plasterers
4313-11	Electrical Powerline Tradesperson	4412-11	Fibrous Plasterer
4313-13	Cable Jointer	4412-81	Apprentice Fibrous Plasterer
4313-81	Apprentice Electrical Powerline Tradesperson	<b>4413</b>	<b>Roof Slaters and Tilers</b>
4313-83	Apprentice Cable Jointer	4413-01	Supervisor, Roof Slaters and Tilers
<b>4314</b>	<b>Electronic Instrument Tradespersons</b>	4413-11	Roof Slater and Tiler
4314-01	Supervisor, Electronic Instrument Tradespersons	4413-81	Apprentice Roof Slater and Tiler
4314-11	General Electronic Instrument Tradesperson	<b>4414</b>	<b>Bricklayers</b>
4314-13	Electronic Instrument Tradesperson (Special Class)	4414-01	Supervisor, Bricklayers
4314-81	Apprentice Electronic Instrument Tradesperson	4414-11	Bricklayer
<b>4315</b>	<b>Electronic and Office Equipment Tradespersons</b>	4414-81	Apprentice Bricklayer
4315-01	Supervisor, Electronic and Office Equipment Tradespersons	<b>4415</b>	<b>Solid Plasterers</b>
4315-11	Electronic Equipment Tradesperson	4415-01	Supervisor, Solid Plasterers
4315-13	Business Machine Mechanic	4415-11	Solid Plasterer
		4415-81	Apprentice Solid Plasterer
		<b>4416</b>	<b>Wall and Floor Tilers and Stonemasons</b>
		4416-01	Supervisor, Wall and Floor Tilers and Stonemasons
		4416-11	Wall and Floor Tiler
		4416-13	Stonemason

4416-81	Apprentice Wall and Floor Tiler	4512-11	Baker	
4416-83	Apprentice Stonemason	4512-13	Pastrycook	
<b>442</b>	<b>FINAL FINISHES CONSTRUCTION TRADESPERSONS</b>			
<b>4421</b>	<b>Painters and Decorators</b>			
4421-01	Supervisor, Painters and Decorators	4512-81	Apprentice Baker	
4421-11	Painter and Decorator	4512-83	Apprentice Pastrycook	
4421-81	Apprentice Painter and Decorator	<b>4513</b>	<b>Cooks</b>	
<b>4422</b>	<b>Signwriters</b>			
4422-01	Supervisor, Signwriters	4513-11	Cook	
4422-11	Signwriter	4513-81	Apprentice Cook or Chef	
4422-81	Apprentice Signwriter	<b>4519</b>	<b>Other Food Tradespersons</b>	
<b>4423</b>	<b>Floor Finishers</b>			
4423-01	Supervisor, Floor Finishers	4519-11	Miller	
4423-11	Floor Finisher	4519-13	Buttermaker or Cheesemaker	
4423-81	Apprentice Floor Finisher	4519-15	Confectioner	
<b>443</b>	<b>PLUMBERS</b>			
<b>4431</b>	<b>Plumbers</b>			
4431-01	Supervisor, Plumbers	4519-81	Apprentice Miller	
4431-11	General Plumber	4519-83	Apprentice Buttermaker or Cheesemaker	
4431-13	Gasfitter	4519-85	Apprentice Confectioner	
4431-15	Drainer	<b>46</b>	<b>SKILLED AGRICULTURAL AND HORTICULTURAL WORKERS</b>	
4431-17	Roof Plumber	<b>461</b>	<b>SKILLED AGRICULTURAL WORKERS</b>	
4431-19	Mechanical Services and Airconditioning Plumber	<b>4611</b>	<b>Farm Overseers</b>	
4431-81	Apprentice General Plumber	4611-11	Farm Overseer	
4431-83	Apprentice Gasfitter	<b>4612</b>	<b>Shearers</b>	
4431-85	Apprentice Drainer	4612-11	Shearer	
4431-87	Apprentice Roof Plumber	<b>4613</b>	<b>Wool, Hide and Skin Classers</b>	
4431-89	Apprentice Mechanical Services and Airconditioning Plumber	4613-11	Wool Classer	
<b>45</b>	<b>FOOD TRADESPERSONS</b>			
<b>451</b>	<b>FOOD TRADESPERSONS</b>			
<b>4511</b>	<b>Meat Tradespersons</b>			
4511-01	Supervisor, Meat Tradespersons	4613-13	Hide and Skin Classer	
4511-11	Butcher	<b>4614</b>	<b>Animal Trainers</b>	
4511-13	Smallgoods Maker	4614-11	Horse Trainer	
4511-15	Slaughterperson	4614-79	Animal Trainers nec	
4511-81	Apprentice Butcher	<b>462</b>	<b>HORTICULTURAL TRADESPERSONS</b>	
4511-83	Apprentice Smallgoods Maker	<b>4621</b>	<b>Nurserypersons</b>	
4511-85	Apprentice Slaughterperson	4621-11	Nurseryperson	
<b>4512</b>	<b>Bakers and Pastrycooks</b>			
4512-01	Supervisor, Bakers and Pastrycooks	4621-81	Apprentice Nurseryperson	
		<b>4622</b>	<b>Greenkeepers</b>	
		4622-11	Greenkeeper	
		4622-81	Apprentice Greenkeeper	
		<b>4623</b>	<b>Gardeners</b>	
		4623-01	Head Gardener	
		4623-11	General Gardener	
		4623-13	Landscape Gardener	
		4623-15	Tree Surgeon	
		4623-81	Apprentice General Gardener	
		4623-83	Apprentice Landscape Gardener	
		4623-85	Apprentice Tree Surgeon	

<b>49 OTHER TRADESPERSONS AND RELATED WORKERS</b>	<b>494 TEXTILE, CLOTHING AND RELATED TRADESPERSONS</b>
<b>491 PRINTING TRADESPERSONS</b>	<b>4941 Clothing Tradespersons</b>
<b>4911 Graphic Pre-Press Tradespersons</b>	<b>4941-11 General Clothing Tradesperson</b>
<b>4911-11 Graphic Pre-Press Tradesperson</b>	<b>4941-13 Tailor</b>
<b>4911-81 Apprentice Graphic Pre-Press Tradesperson</b>	<b>4941-15 Dressmaker</b>
<b>4912 Printing Machinists and Small Offset Printers</b>	<b>4941-17 Apparel Cutter</b>
<b>4912-11 Printing Machinist</b>	<b>4941-19 Patternmaker-Grader (Clothing)</b>
<b>4912-13 Small Offset Printer</b>	<b>4941-79 Clothing Tradespersons nec</b>
<b>4912-81 Apprentice Printing Machinist</b>	<b>4941-81 Apprentice Clothing Tradesperson</b>
<b>4912-83 Apprentice Small Offset Printer</b>	<b>4942 Upholsterers and Bedding Tradespersons</b>
<b>4913 Binders and Finishers</b>	<b>4942-11 Furniture Upholsterer</b>
<b>4913-11 Binder and Finisher</b>	<b>4942-79 Upholsterers and Bedding Tradespersons nec</b>
<b>4913-81 Apprentice Binder and Finisher</b>	<b>4942-81 Apprentice Upholsterer or Bedding Tradespersons</b>
<b>4914 Screen Printers</b>	<b>4943 Footwear Tradespersons</b>
<b>4914-11 Screen Printer</b>	<b>4943-11 Shoemaker</b>
<b>4914-81 Apprentice Screen Printer</b>	<b>4943-13 Medical Grade Shoemaker</b>
<b>492 WOOD TRADESPERSONS</b>	<b>4943-81 Apprentice Shoemaker</b>
<b>4921 Wood Machinists and Turners</b>	<b>4944 Leather Goods, Canvas Goods and Sail Makers</b>
<b>4921-11 Wood Machinist (A-Grade)</b>	<b>4944-11 Leather Goods Maker</b>
<b>4921-13 Wood Turner</b>	<b>4944-13 Canvas Goods Maker</b>
<b>4921-81 Apprentice Wood Machinist</b>	<b>4944-15 Sail Maker</b>
<b>4921-83 Apprentice Wood Turner</b>	<b>4944-81 Apprentice Leather Goods, Canvas Goods or Sail Maker</b>
<b>4922 Cabinetmakers</b>	<b>498 MISCELLANEOUS TRADESPERSONS AND RELATED WORKERS</b>
<b>4922-01 Supervisor, Cabinetmakers</b>	<b>4981 Marine Construction Tradespersons</b>
<b>4922-11 Cabinetmaker</b>	<b>4981-11 Shipwright</b>
<b>4922-81 Apprentice Cabinetmaker</b>	<b>4981-13 Boat Builder and Repairer</b>
<b>4929 Other Wood Tradespersons</b>	<b>4981-81 Apprentice Shipwright</b>
<b>4929-11 Picture Framer</b>	<b>4981-83 Apprentice Boat Builder and Repairer</b>
<b>4929-13 Furniture Finisher</b>	<b>4982 Glass Tradespersons</b>
<b>4929-79 Wood Tradespersons nec</b>	<b>4982-11 Flat Glass Tradesperson</b>
<b>4929-81 Apprentice Picture Framer</b>	<b>4982-13 Glass Blower</b>
<b>4929-83 Apprentice Furniture Finisher</b>	<b>4982-81 Apprentice Flat Glass Tradesperson</b>
<b>4929-99 Apprentice Wood Tradespersons nec</b>	<b>4982-83 Apprentice Glass Blower</b>
<b>493 HAIRDRESSERS</b>	<b>4983 Jewellers and Related Tradespersons</b>
<b>4931 Hairdressers</b>	<b>4983-11 Jeweller</b>
<b>4931-01 Supervisor, Hairdressers</b>	<b>4983-13 Gem Cutter and Polisher</b>
<b>4931-11 Hairdresser</b>	<b>4983-81 Apprentice Jeweller</b>
<b>4931-81 Apprentice Hairdresser</b>	<b>4983-83 Apprentice Gem Cutter and Polisher</b>

<b>4984</b>	<b>Florists</b>	<b>5</b>	<b>ADVANCED CLERICAL AND SERVICE WORKERS</b>
4984-11	Florist		
<b>4985</b>	<b>Fire Fighters</b>	<b>51</b>	<b>SECRETARIES AND PERSONAL ASSISTANTS</b>
4985-11	Fire Fighter		
<b>4986</b>	<b>Drillers</b>	<b>511</b>	<b>SECRETARIES AND PERSONAL ASSISTANTS</b>
4986-01	Supervisor, Drillers		
4986-11	Driller		
<b>4987</b>	<b>Chemical, Petroleum and Gas Plant Operators</b>	<b>5111</b>	<b>Secretaries and Personal Assistants</b>
4987-01	Supervisor, Chemical, Petroleum and Gas Plant Operators	5111-11	Secretary
4987-11	Chemical Plant Operator	5111-13	Personal Assistant
4987-13	Petroleum and Gas Plant Operator		
<b>4988</b>	<b>Power Generation Plant Operators</b>	<b>59</b>	<b>OTHER ADVANCED CLERICAL AND SERVICE WORKERS</b>
4988-01	Supervisor, Power Generation Plant Operators	<b>591</b>	<b>ADVANCED NUMERICAL CLERKS</b>
4988-11	Power Generation Plant Operator	<b>5911</b>	<b>Bookkeepers</b>
<b>4991</b>	<b>Defence Force Members Not Elsewhere Included</b>	5911-11	Bookkeeper
4991-11	Defence Force Member Not Elsewhere Included	<b>5912</b>	<b>Credit and Loans Officers</b>
4991-81	Trainee Defence Force Member Not Elsewhere Included	5912-11	Credit and Loans Officer
<b>4992</b>	<b>Performing Arts Support Workers</b>	<b>599</b>	<b>MISCELLANEOUS ADVANCED CLERICAL AND SERVICE WORKERS</b>
4992-11	Sound Technician	<b>5991</b>	<b>Advanced Legal and Related Clerks</b>
4992-13	Camera Operator (Film, Television or Video)	5991-11	Clerk of Court
4992-15	Television Equipment Operator	5991-13	Law Clerk
4992-17	Broadcast Transmitter Operator	5991-15	Trust Officer
4992-19	Motion Picture Projectionist	<b>5992</b>	<b>Court and Hansard Reporters</b>
4992-21	Light Technician	5992-11	Court or Hansard Reporter
4992-23	Production Assistant (Film, Television or Radio)	<b>5993</b>	<b>Insurance Agents</b>
4992-25	Production Assistant (Theatre)	5993-11	Insurance Agent
4992-27	Make Up Artist	<b>5994</b>	<b>Insurance Risk Surveyors, Investigators and Loss Adjusters</b>
4992-79	Performing Arts Support Workers nec	5994-11	Insurance Risk Surveyor
<b>4999</b>	<b>Other Miscellaneous Tradespersons and Related Workers</b>	5994-13	Insurance Investigator
4999-11	Optical Mechanic	5994-15	Insurance Loss Adjuster
4999-13	Diver	<b>5995</b>	<b>Desktop Publishing Operators</b>
4999-15	Aircraft Safety Equipment Worker	5995-11	Desktop Publishing Operator
4999-17	Piano Tuner	<b>5996</b>	<b>Travel Attendants</b>
4999-79	Tradespersons and Related Workers nec	5996-11	Flight Service Director
		5996-13	Flight Attendant
		5996-79	Travel Attendants nec
		<b>5999</b>	<b>Other Miscellaneous Advanced Clerical and Service Workers</b>
		5999-11	Radio Despatcher
		5999-13	Auctioneer
		5999-15	Visual Merchandiser
		5999-17	Photographer's Assistant

<b>6</b>	<b>INTERMEDIATE CLERICAL, SALES AND SERVICE WORKERS</b>	
<b>61</b>	<b>INTERMEDIATE CLERICAL WORKERS</b>	
<b>611</b>	<b>GENERAL CLERKS</b>	
<b>6111</b>	<b>General Clerks</b>	
6111-11	General Clerk	
<b>612</b>	<b>KEYBOARD OPERATORS</b>	
<b>6121</b>	<b>Keyboard Operators</b>	
6121-11	Typist and Word Processing Operator	
6121-13	Data Entry Operator	
<b>613</b>	<b>RECEPTIONISTS</b>	
<b>6131</b>	<b>Receptionists</b>	
6131-11	Receptionist	
<b>614</b>	<b>INTERMEDIATE NUMERICAL CLERKS</b>	
<b>6141</b>	<b>Accounting Clerks</b>	
6141-01	Supervisor, Accounting Clerks	
6141-11	Accounts Clerk	
6141-13	Credit Clerk	
6141-15	Cost Clerk	
<b>6142</b>	<b>Payroll Clerks</b>	
6142-11	Payroll Clerk	
<b>6143</b>	<b>Bank Workers</b>	
6143-01	Supervisor, Bank Workers	
6143-11	Bank Worker	
<b>6144</b>	<b>Insurance Clerks</b>	
6144-01	Supervisor, Insurance Clerks	
6144-11	Insurance Clerk	
<b>6145</b>	<b>Money Market and Statistical Clerks</b>	
6145-01	Supervisor, Money Market and Statistical Clerks	
6145-11	Money Market Clerk	
6145-13	Statistical Clerk	
<b>615</b>	<b>MATERIAL RECORDING AND DESPATCHING CLERKS</b>	
<b>6151</b>	<b>Production Recording Clerks</b>	
6151-11	Production Recording Clerk	
<b>6152</b>	<b>Transport and Despatching Clerks</b>	
6152-01	Supervisor, Transport and Despatching Clerks	
6152-11	Receiving and Despatching Clerk	
6152-13	Import-Export Clerk	
<b>6153</b>	<b>Stock and Purchasing Clerks</b>	
6153-01	Supervisor, Stock and Purchasing Clerks	
6153-11	Stock Clerk	
6153-13	Purchasing Officer	
6153-15	Order Clerk	
6153-17	Sales Clerk	
<b>619</b>	<b>MISCELLANEOUS INTERMEDIATE CLERICAL WORKERS</b>	
<b>6191</b>	<b>Inquiry and Admissions Clerks</b>	
6191-11	Inquiry Clerk	
6191-13	Admissions Clerk	
<b>6192</b>	<b>Library Assistants</b>	
6192-11	Library Assistant	
<b>6193</b>	<b>Personnel Clerks</b>	
6193-11	Personnel Records Clerk	
6193-13	Employment Office Clerk	
<b>6194</b>	<b>Intermediate Inspectors and Examiners</b>	
6194-11	Customs Inspector	
6194-13	Taxation Inspector	
6194-15	Social Security Assessor	
6194-17	Motor Vehicle Licence Examiner	
6194-19	Transport Operations Inspector	
6194-21	Train Examiner	
6194-23	Water Inspector	
6194-79	Intermediate Inspectors and Examiners nec	
<b>6199</b>	<b>Other Intermediate Clerical Workers</b>	
6199-11	Proof Reader	
6199-13	Debt Collector	
6199-15	Mail Supervisor	
6199-17	Court Orderly	
6199-19	Bailiff or Sheriff	
6199-21	Coding Clerk	
6199-79	Intermediate Clerical Workers nec	
<b>62</b>	<b>INTERMEDIATE SALES AND RELATED WORKERS</b>	
<b>621</b>	<b>INTERMEDIATE SALES AND RELATED WORKERS</b>	
<b>6211</b>	<b>Sales Representatives</b>	
6211-11	Sales Representative (Personal and Household Goods)	
6211-13	Sales Representative (Business Services)	
6211-15	Sales Representative (Builder's and Plumber's Supplies)	

6211-17	Sales Representative (Motor Vehicle Parts and Accessories)	6324-11	Hospitality Trainee
6211-79	Sales Representatives nec	639	<b>MISCELLANEOUS INTERMEDIATE SERVICE WORKERS</b>
<b>6212</b>	<b>Motor Vehicle and Related Products Salespersons</b>	<b>6391</b>	<b>Dental Assistants</b>
6212-11	Motor Vehicle and Caravan Salesperson	6391-11	Dental Assistant
6212-13	Motor Vehicle Parts Interpreter	<b>6392</b>	<b>Veterinary Nurses</b>
<b>6213</b>	<b>Retail and Checkout Supervisors</b>	6392-11	Veterinary Nurse
6213-11	Retail Supervisor	<b>6393</b>	<b>Prison Officers</b>
6213-13	Checkout Supervisor	6393-11	Prison Officer
<b>63</b>	<b>INTERMEDIATE SERVICE WORKERS</b>	<b>6394</b>	<b>Gaming Workers</b>
<b>631</b>	<b>CARERS AND AIDES</b>	6394-11	Gaming Pit Boss
<b>6311</b>	<b>Education Aides</b>	6394-13	Gaming Table Supervisor
6311-11	Pre-School Aide	6394-15	Gaming Dealer
6311-13	Integration Aide	<b>6395</b>	<b>Personal Care Consultants</b>
6311-15	Teachers' Aide	6395-11	Beauty Therapist
6311-17	Aboriginal and Torres Strait Islander Education Worker	6395-13	Natural Remedy Consultant
<b>6312</b>	<b>Children's Care Workers</b>	6395-15	Weight Loss Consultant
6312-11	Child Care Worker	<b>6396</b>	<b>Fitness Instructors and Related Workers</b>
6312-13	Family Day Care Worker	6396-11	Fitness Instructor
6312-15	Nanny	6396-13	Outdoor Adventure Leader
<b>6313</b>	<b>Special Care Workers</b>	<b>6397</b>	<b>Travel and Tourism Agents</b>
6313-11	Hostel Parent	6397-11	Travel Agent
6313-13	Child or Youth Residential Care Assistant	6397-13	Tourist Information Officer
6313-15	Refuge Worker	6397-15	Tour Guide
6313-17	Aged or Disabled Person Carer	<b>6399</b>	<b>Other Intermediate Service Workers</b>
6313-19	Therapy Aide	6399-11	Museum or Gallery Attendant
<b>6314</b>	<b>Personal Care and Nursing Assistants</b>	6399-13	Driving Instructor
6314-11	Personal Care Assistant	6399-15	Animal Attendant
6314-13	Nursing Assistant	6399-17	Pest and Weed Controller
<b>632</b>	<b>HOSPITALITY WORKERS</b>	6399-79	Intermediate Service Workers nec
<b>6321</b>	<b>Hotel Service Supervisors</b>	<b>7</b>	<b>INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS</b>
6321-11	Hotel Service Supervisor	<b>71</b>	<b>INTERMEDIATE PLANT OPERATORS</b>
<b>6322</b>	<b>Bar Attendants</b>	<b>711</b>	<b>MOBILE PLANT OPERATORS</b>
6322-01	Supervisor, Bar Attendants	<b>7111</b>	<b>Mobile Construction Plant Operators</b>
6322-11	Bar Attendant	7111-11	General Construction Plant Operator
<b>6323</b>	<b>Waiters</b>	7111-13	Bulldozer Operator
6323-01	Supervisor, Waiters	7111-15	Backhoe Operator
6323-11	General Waiter	7111-17	Loader Operator
6323-13	Drink Waiter	7111-19	Grader Operator
<b>6324</b>	<b>Hospitality Trainees</b>	7111-21	Excavator Operator

7111-23	Paving Plant Operator	7211-11	Sewing Machinist
7111-25	Road Roller Operator	7212	<b>Textile and Footwear Production Machine Operators</b>
<b>7112</b>	<b>Forklift Drivers</b>	7212-01	Supervisor, Textile and Footwear Production Machine Operators
7112-11	Forklift Driver	7212-11	Yarn Carding and Spinning Machine Operator
<b>7119</b>	<b>Other Mobile Plant Operators</b>	7212-13	Weaving Machine Operator
7119-11	Agricultural and Horticultural Mobile Plant Operator	7212-15	Knitting Machine Operator
7119-13	Railway Track Repair Mobile Plant Operator	7212-17	Textile Dyeing and Finishing Machine Operator
7119-15	Streetsweeper Operator	7212-19	Hide and Skin Processing Machine Operator
7119-17	Logging Plant Operator	7212-21	Footwear Production Machine Operator
7119-79	Mobile Plant Operators nec	7212-79	Textile and Footwear Production Machine Operators nec
<b>712</b>	<b>INTERMEDIATE STATIONARY PLANT OPERATORS</b>	<b>729</b>	<b>MISCELLANEOUS INTERMEDIATE MACHINE OPERATORS</b>
<b>7121</b>	<b>Engine and Boiler Operators</b>	7291	<b>Plastics Production Machine Operators</b>
7121-11	Engine or Boiler Operator	7291-01	Supervisor, Plastics Production Machine Operators
<b>7122</b>	<b>Crane, Hoist and Lift Operators</b>	7291-11	General Plastics Production Machine Operator
7122-11	Crane, Hoist or Lift Operator	7291-13	Plastics Compounding and Reclamation Machine Operator
<b>7123</b>	<b>Engineering Production Systems Workers</b>	7291-15	Reinforced Plastic and Composite Production Worker
7123-01	Supervisor, Engineering Production Systems Workers	7291-17	Plastic Cablemaking Machine Operator
7123-11	Engineering Production Systems Worker	7291-79	Plastics Production Machine Operators nec
<b>7124</b>	<b>Pulp and Paper Mill Operators</b>	<b>7292</b>	<b>Rubber Production Machine Operators</b>
7124-11	Pulp Mill Operator	7292-01	Supervisor, Rubber Production Machine Operators
7124-13	Paper Mill Operator	7292-11	Tyre Production Machine Operator
<b>7129</b>	<b>Other Intermediate Stationary Plant Operators</b>	7292-79	Rubber Production Machine Operators nec
7129-01	Supervisor, Other Intermediate Stationary Plant Operators	<b>7293</b>	<b>Chemical Production Machine Operators</b>
7129-11	Railway Signal Operator	7293-01	Supervisor, Chemical Production Machine Operators
7129-13	Train Controller	7293-11	Chemical Production Machine Operator
7129-15	Concrete Pump Operator	<b>7294</b>	<b>Wood Processing Machine Operators</b>
7129-17	Cement Production Plant Operator	7294-01	Supervisor, Wood Processing Machine Operators
7129-19	Concrete Batching Plant Operator	7294-11	Wood Processing Machine Operator
7129-21	Water and Waste Water Plant Operator	<b>7295</b>	<b>Paper Products Machine Operators</b>
7129-23	Bulk Materials Handling Plant Operator	7295-11	Paper Products Machine Operator
7129-79	Intermediate Stationary Plant Operators nec	<b>7296</b>	<b>Glass Production Machine Operators</b>
<b>72</b>	<b>INTERMEDIATE MACHINE OPERATORS</b>		
<b>721</b>	<b>INTERMEDIATE TEXTILE, CLOTHING AND RELATED MACHINE OPERATORS</b>		
<b>7211</b>	<b>Sewing Machinists</b>		
7211-01	Supervisor, Sewing Machinists		

7296-01	Supervisor, Glass Production Machine Operators	7913-11	Scaffolder
7296-11	Glass Production Machine Operator	7913-13	Steel Fixer
<b>7297</b>	<b>Clay, Stone and Concrete Processing Machine Operators</b>	7913-15	Structural Steel Erector
7297-01	Supervisor, Clay, Stone and Concrete Processing Machine Operators	7913-17	Construction Rigger
7297-11	Clay Products Machine Operator	<b>7914</b>	<b>Insulation and Home Improvements Installers</b>
7297-13	Stone Processing Machine Operator	7914-11	Building Insulation Installer
7297-15	Concrete Products Machine Operator	7914-13	Home Improvements Installer
7297-79	Clay, Stone and Concrete Processing Machine Operators nec	<b>799</b>	<b>MISCELLANEOUS INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS</b>
<b>7298</b>	<b>Photographic Developers and Printers</b>	7991	<b>Motor Vehicle Parts and Accessories Fitters</b>
7298-11	Photographic Developer and Printer	7991-11	Motor Vehicle Parts and Accessories Fitter
<b>7299</b>	<b>Other Intermediate Machine Operators</b>	<b>7992</b>	<b>Product Quality Controllers</b>
7299-11	Industrial Spray Painter	7992-11	Product Examiner
7299-79	Intermediate Machine Operators nec	7992-13	Product Grader
<b>73</b>	<b>ROAD AND RAIL TRANSPORT DRIVERS</b>	7992-15	Product Tester
<b>731</b>	<b>ROAD AND RAIL TRANSPORT DRIVERS</b>	<b>7993</b>	<b>Storepersons</b>
<b>7311</b>	<b>Truck Drivers</b>	7993-01	Supervisor, Storepersons
7311-11	Heavy Truck Driver	7993-11	Storeperson
7311-13	Furniture Removalist	<b>7994</b>	<b>Seafarers and Fishing Hands</b>
<b>7312</b>	<b>Bus and Tram Drivers</b>	7994-11	Seafarer
7312-11	Bus Driver	7994-13	Fishing Hand
7312-13	Tram Driver	<b>7995</b>	<b>Forestry and Logging Workers</b>
<b>7313</b>	<b>Automobile Drivers</b>	7995-01	Supervisor, Forestry and Logging Workers
7313-11	Automobile Driver	7995-11	Tree Faller
<b>7314</b>	<b>Delivery Drivers</b>	7995-13	Forestry Worker
7314-11	Delivery Driver	7995-15	Logging Assistant
<b>7315</b>	<b>Train Drivers and Assistants</b>	<b>7996</b>	<b>Printing Hands</b>
7315-11	Train Driver	7996-11	Printing Table Hand
7315-13	Train Driver's Assistant	7996-13	Printer's Assistant
<b>79</b>	<b>OTHER INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS</b>	<b>8</b>	<b>ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS</b>
<b>791</b>	<b>INTERMEDIATE MINING AND CONSTRUCTION WORKERS</b>	<b>81</b>	<b>ELEMENTARY CLERKS</b>
<b>7911</b>	<b>Miners</b>	<b>811</b>	<b>ELEMENTARY CLERKS</b>
7911-11	Miner	<b>8111</b>	<b>Registry and Filing Clerks</b>
<b>7912</b>	<b>Blasting Workers</b>	8111-11	Registry or Filing Clerk
7912-11	Blasting Worker	<b>8112</b>	<b>Mail Sorting Clerks</b>
<b>7913</b>	<b>Structural Steel Construction Workers</b>	8112-11	Mail Clerk
		8112-13	Postal Sorting Officer
		<b>8113</b>	<b>Switchboard Operators</b>
		8113-11	Switchboard Operator

<b>8114</b>	<b>Messengers</b>	<b>8296</b>	<b>Service Station Attendants</b>
8114-11	Courier	8296-11	Service Station Attendant
8114-13	Postal Delivery Officer	<b>8297</b>	<b>Sales and Service Trainees</b>
<b>8115</b>	<b>Betting Clerks</b>	8297-11	Sales and Service Trainee
8115-11	Betting Agency Counter Clerk	<b>8299</b>	<b>Other Elementary Sales Workers</b>
8115-13	Telephone Betting Clerk	8299-11	Rental Salesperson
8115-15	Bookmaker's Clerk	8299-13	Materials Recycler
8115-79	Betting Clerks nec	8299-79	Elementary Sales Workers nec
<b>8116</b>	<b>Office Trainees</b>	<b>83</b>	<b>ELEMENTARY SERVICE WORKERS</b>
8116-11	Office Trainee	<b>831</b>	<b>ELEMENTARY SERVICE WORKERS</b>
<b>8119</b>	<b>Other Elementary Clerks</b>	<b>8311</b>	<b>Guards and Security Officers</b>
8119-11	Meter Reader	8311-11	Security Officer
8119-13	Classified Advertising Clerk	8311-13	Armoured Car Escort
8119-15	Interviewer	8311-79	Guards and Security Officers nec
8119-17	Parking Inspector	<b>8312</b>	<b>Ushers, Porters and Related Workers</b>
8119-79	Elementary Clerks nec	8312-11	Ticket Collector or Usher
<b>82</b>	<b>ELEMENTARY SALES WORKERS</b>	8312-13	Luggage Porter or Doorman
<b>821</b>	<b>SALES ASSISTANTS</b>	<b>8313</b>	<b>Domestic Housekeepers</b>
<b>8211</b>	<b>Sales Assistants</b>	8313-11	Domestic Housekeeper
8211-11	Sales Assistant (Food and Drink Products)	<b>8314</b>	<b>Caretakers</b>
8211-13	Sales Assistant (Fabric, Clothing and Footwear)	8314-11	Caretaker
8211-15	Sales Assistant (Other Personal and Household Goods)	<b>8315</b>	<b>Laundry Workers</b>
8211-17	Sales Assistant (Postal Services)	8315-11	Laundry Worker
8211-79	Sales Assistants nec	<b>8319</b>	<b>Other Elementary Service Workers</b>
<b>829</b>	<b>MISCELLANEOUS ELEMENTARY SALES WORKERS</b>	8319-11	Railways Assistant
<b>8291</b>	<b>Checkout Operators and Cashiers</b>	8319-13	Hair and Beauty Salon Assistant
8291-11	Checkout Operator	8319-15	Sterilisation Technology Worker
8291-13	Office Cashier	8319-17	Car Park Attendant
<b>8292</b>	<b>Ticket Salespersons</b>	8319-19	Crossing Supervisor
8292-11	Ticket Seller	8319-21	Trolley Collector
8292-13	Transport Conductor	8319-23	Leaflet and Newspaper Deliverer
<b>8293</b>	<b>Street Vendors and Related Workers</b>	8319-25	Examination Supervisor
8293-11	Street Vendor	8319-27	Prostitute or Escort
8293-13	Cash Van Salesperson	8319-79	Elementary Service Workers nec
8293-15	Door-to-Door Salesperson	<b>9</b>	<b>LABOURERS AND RELATED WORKERS</b>
<b>8294</b>	<b>Telemarketers</b>	<b>91</b>	<b>CLEANERS</b>
8294-11	Telemarketer	<b>911</b>	<b>CLEANERS</b>
<b>8295</b>	<b>Sales Demonstrators and Models</b>	9111	Cleaners
8295-11	Sales Demonstrator	9111-11	Commercial Cleaner
8295-13	Model	9111-13	Domestic Cleaner

9111-15	Carpet Cleaner	9222-11	Packager and Container Filler
9111-17	Vehicle Cleaner	99	<b>OTHER LABOURERS AND RELATED WORKERS</b>
9111-19	Window Cleaner	991	<b>MINING, CONSTRUCTION AND RELATED LABOURERS</b>
9111-79	Cleaners nec	9911	<b>Mining Support Workers and Driller's Assistants</b>
<b>92</b>	<b>FACTORY LABOURERS</b>	9911-11	Mining Support Worker
<b>921</b>	<b>PROCESS WORKERS</b>	9911-13	Driller's Assistant
<b>9211</b>	<b>Engineering Production Process Workers</b>	<b>9912</b>	<b>Earthmoving Labourers</b>
9211-11	Engineering Production Process Worker	9912-11	Earthmoving Labourer
<b>9212</b>	<b>Product Assemblers</b>	<b>9913</b>	<b>Paving and Surfacing Labourers</b>
9212-11	Product Assembler	9913-11	Paving and Surfacing Labourer
<b>9213</b>	<b>Meat and Fish Process Workers</b>	<b>9914</b>	<b>Survey Hands</b>
9213-11	Meatworks Labourer	9914-11	Survey Hand
9213-13	Meat Boner and Slicer	<b>9915</b>	<b>Railway Labourers</b>
9213-15	Poultry Process Worker	9915-11	Railway Labourer
9213-17	Fish Process Worker	<b>9916</b>	<b>Construction and Plumber's Assistants</b>
<b>9214</b>	<b>Other Food Factory Hands</b>	9916-11	Construction Assistant
9214-11	Food and Drink Processing Machine Attendant	9916-13	Plumber's Assistant
9214-13	Baking Factory Hand	<b>9917</b>	<b>Concreters</b>
9214-15	Dairy Factory Hand	9917-11	Concreter
9214-17	Fruit and Vegetable Factory Hand	<b>9918</b>	<b>Electrical and Telecommunications Trades Assistants</b>
9214-19	Food Products Millhand	9918-11	Electrical or Telecommunications Trades Assistant
9214-79	Food Factory Hands nec	<b>9919</b>	<b>Other Mining, Construction and Related Labourers</b>
<b>9215</b>	<b>Wood Products Factory Hands</b>	9919-11	Lagger
9215-11	Sawmill Labourer	9919-13	Crane Chaser
9215-13	Timberyard Labourer	9919-15	Fence Erector
9215-15	Wood and Wood Products Factory Hand	<b>992</b>	<b>AGRICULTURAL AND HORTICULTURAL LABOURERS</b>
9215-17	Pulp and Paper Mill General Hand	<b>9921</b>	<b>Farm Hands</b>
<b>9219</b>	<b>Other Process Workers</b>	9921-11	General Farm Hand
9219-11	Cement and Concrete Plant Labourer	9921-13	Fruit, Vegetable or Nut Farm Hand
9219-13	Clay Processing Factory Hand	9921-15	Stud Hand or Stable Hand
9219-15	Chemical Plant Labourer	9921-17	Shearing Shed Hand
9219-17	Rubber and Plastics Factory Hand	9921-79	Farm Hands nec
9219-19	Hide and Skin Processing Labourer	<b>9922</b>	<b>Nursery and Garden Labourers</b>
9219-21	Glass Processing Labourer	9922-11	Horticultural Nursery Assistant
9219-23	Fabric and Textile Factory Hand	9922-13	Garden Labourer
9219-25	Footwear Factory Hand	<b>9929</b>	<b>Other Agricultural and Horticultural Labourers</b>
9219-79	Process Workers nec		
<b>922</b>	<b>PRODUCT PACKAGERS</b>		
<b>9221</b>	<b>Hand Packers</b>		
9221-11	Hand Packer		
<b>9222</b>	<b>Packagers and Container Fillers</b>		

9929-11	Shooter-Trapper	9991-11	Garbage Collector
9929-13	Rural Trainee	9992	<b>Freight and Furniture Handlers</b>
9929-79	Agricultural and Horticultural Labourers nec	9992-11	Freight Handler (Road and Rail)
<b>993</b>	<b>ELEMENTARY FOOD PREPARATION AND RELATED WORKERS</b>	9992-13	Waterside Worker
<b>9931</b>	<b>Kitchenhands</b>	9992-15	Truck Driver's Offsider
9931-11	Kitchenhand	<b>9993</b>	<b>Handypersons</b>
<b>9932</b>	<b>Fast Food Cooks</b>	9993-11	Handyperson
9932-11	Fast Food Cook	<b>9999</b>	<b>Other Miscellaneous Labourers and Related Workers</b>
<b>9933</b>	<b>Food Trades Assistants</b>	9999-11	Vending Machine Attendant
9933-11	Pastrycook's Assistant	9999-13	Sign Erector
9933-79	Food Trades Assistants nec	9999-15	Mechanic's Assistant
<b>999</b>	<b>MISCELLANEOUS LABOURERS AND RELATED WORKERS</b>	9999-17	Stormwater, Drainage and Sewerage System Labourer
<b>9991</b>	<b>Garbage Collectors</b>	9999-79	Labourers and Related Workers nec



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